



# HQ Air Force Personnel Center

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## **Force Shaping Phase II**

HQ AFPC/DPPR  
66 MSS/DPM

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# Force Shaping Phase II

**AFPC**



- ☐ Background
- ☐ Force Shaping Policies
- ☐ Palace Chase
- ☐ Limited Active Duty Service Commitment Waiver Program (LADSC)
- ☐ Date of Separation (DOS) Rollback
- ☐ Timeline

# Force Shaping Phase II

**AFPC**



- AF must get within authorized end strength
  - Authorized FY05 end strength 359,700
- To achieve FY05 end strength, AF needs ~22.5K more losses than currently projected
  - 4,500 Officers
  - 18,000 Enlisted

# Force Shaping Programs

**AFPC**



- ☐ PALACE CHASE Component Transfers ([changed](#))
- ☐ Limited ADSC Waivers ([changed](#))
- ☐ Enlisted Date of Separation (DOS) Rollback ([changed](#))
- ☐ Officer/Enlisted Retraining
- ☐ Career Job Reservation Program
- ☐ Officer Continuation
- ☐ AFROTC Commission to ARC
- ☐ Retiree Recall Program ([changed](#))
- ☐ Limitation of HYT Extension ([changed](#))

# New Force Shaping Programs

**AFPC**



- Lt Cols and Cols Retire w/ 2 years TIG
- AFROTC Commission to AD Army
- Cadet Disenrollees to Army
- Service transfers to AD Army (Blue to Green program)
- Reclassification of Officer/Enlisted Tech School Eliminees
- Suspend transfers from sister services
- Assignment and PME Declination
- Civil Service Employment

# Force Shaping Phase II

**AFPC**



PALACE CHASE -- liberalize rules & preserve capabilities in ARC

- All AFSCs eligible
- 1 year time in Service required for both officer and enlisted prior to requested DOS
- Transfer to ARC is a 2 for 1 commitment
- Bonus recoupment is waived
  - Recoupment for Scholarships/TA/ACP is required
- USAFA graduates are eligible
  - Requires education recoupment
- Previously disapproved my apply again

# Force Shaping Phase II

**AFPC**



## PALACE CHASE cont'd

### ☐ Exclusions

- ☐ Personnel who have not completed initial skills training
- ☐ Personnel scheduled to retrain in a critical skill
- ☐ Personnel in medical careers who have an educational ADSC
- ☐ All applications must be forwarded to AFPC

# Force Shaping Phase II

**AFPC**



## Limited Active Duty Service Commitment Waiver Program (LADSC)

- Allows officer and enlisted personnel to retire or separate prior to completing certain ADSCs
- All AFSCs may apply
  - Approval still based on AF needs
- Exclusions
  - Personnel currently attending initial skills training
  - Personnel serving with a Critical Skills Retention Bonus (CSRB)



# Force Shaping Phase II

**AFPC**



LADSC cont'd

- Recoupment of unearned portions of bonuses is required
- All requests must be forwarded to AFPC
- Separations will be for miscellaneous reasons
- Retirements still require 20 YOS
  - Officers still require 10 years TAFCS

# Force Shaping Phase II

**AFPC**



<b>ADSC</b>	<b>MAXIMUM WAIVER OFFICER</b>	<b>MAXIMUM WAIVER ENLISTED</b>
<b>PCS (Any)</b>		
	<b>Full</b>	<b>Full</b>
<b>Promotion</b>	<b>N/A</b>	<b>18 months</b>
<b>AFIT (PHD)</b>	<b>36 months</b>	<b>N/A</b>
<b>AFIT (Masters)</b>	<b>24 months</b>	<b>24 months</b>
<b>Education w/Industry</b>	<b>Full</b>	<b>N/A</b>
<b>Extended Active Duty (EAD)</b>	<b>OTS 4 yrs; ROTC 2 yrs; Direct Commission full</b>	<b>N/A</b>
<b>Date of Separation (DOS)/Expiration of Term of Service (ETS)</b>	<b>N/A</b>	<b>Full</b>
<b>Bootstrap/Education Leave of Absence</b>	<b>N/A</b>	<b>Full</b>
<b>Intermediate/Senior Developmental Education</b>	<b>Full</b>	<b>N/A</b>
<b>Technical Training</b>	<b>Full</b>	<b>Full</b>

# Force Shaping Phase II

**AFPC**



## Enlisted Date of Separation (DOS) Rollback

- Accelerates the DOS of airmen with specific reenlistment (RE) codes and assignment availability codes to **NLT 15 Jan 05**
  - All AFSCs eligible
  - RE Codes
    - 2X (Denied Reenlistment)
    - 3D (Declined PCS)
    - 3E (Declined Training)
    - 4H (Serving suspended punishment pursuant to Art 15)
    - 4I (Serving on the Control Roster)
  - Assignment Availability Codes
    - 09 (Declined to extend/reenlist for PS/TDY)
    - 10 (Denied Reenlistment)
- Member must have (a) 14 years or less; or (b) more than 20 years of total active service at time of separation

# Force Shaping Phase II

**AFPC**



## Enlisted Date of Separation (DOS) Rollback

- Assignment Limitation Code “C” personnel
  - Medical Assignment Limitation
- Accelerates DOS of enlisted personnel with an ALC “C” who will have 20 years of service as of 30 Jun 05
  - DOS will be accelerated to 30 Jun 05
  - Affected members are eligible to retire
    - Must retire NLT than 1 Jul 05
- If ALC is removed, member will be retained
- This program does not apply to officers

# Force Shaping Phase II

**AFPC**



## DOS Rollback cont'd

### ☐ Exclusions

- ☐ Airmen under investigation, pending administrative discharge, under court martial charges, on appellate leave, or action is being considered under the UCMJ
- ☐ MEB takes precedence over DOS rollback

# Misc Programs

**AFPC**



- Enlisted Retraining – Must retrain into shortage AFSC
  - If not qualified, will be separated
- Career Job Reservation – Program returns Jun 04
  - First-term airmen must apply to retain position in current AFSC
  - AF will approve or give retraining/separation option
- Officer Continuation – More restrictive
  - Target group is captains twice passed-over to major
  - Consideration given to shortage AFSCs
- AFROTC Commissionees to ARC – Limited to 120
  - Cadets with technical degrees are not eligible

# Misc Programs

**AFPC**



- Reclassifying Tech School Eliminees
  - Limited to shortage AFSCs (officer/enlisted)
- All Officer Recall Programs are Closed
  - Specified AFSC's may be considered on a case-by-case

# Misc Programs

**AFPC**



- High Year of Tenure (HYT) Extensions – Only accepted for ~~personnel in critical~~ AFSCs and those with hardships
  - Worked on a case-by-case basis
- HYT Cutoffs
  - SrA – 12 yrs; SSgt – 20 yrs; TSgt – 24 yrs; MSgt – 26 yrs; SMSgt – 28 yrs; CMSgt – 30 yrs
  - Capt (w/continuation) – 20 yrs; Maj- 24 yrs, Lt Col – 28 yrs; Col – 30 yrs



# Misc Programs

**AFPC**



- Lt Cols And Colonels To Retire With 2-Years Time In Grade.
  - Secretary of the Air Force authorized
  - Reduction of 3-year TIG requirement
- AFROTC Cadet Transfers To Army (ROTC-To-Army)
  - Cadets can volunteer for an Army commissioned
  - Approvals are limited to 50 cadets during Phase II
- Cadet Disenrollees-to-Army
  - Cadets can disenrolled from AFROTC or USAFA to voluntarily enlist in the us army
  - Incurs a 3-year ADSC in Army

# Misc Programs

**AFPC**



- All Sister Service transfers to AF Suspend
  - Effective immediately & for the duration of the force shaping program
  - Exception:
    - 13DXA (combat rescue), 13DXB (special tactics) & core major weapons systems only
- Declination Factors
  - Officer/Enlisted who decline an assignment or in-residence professional military education
  - Separated no later than 120 days after declination or timely retirement
  - Exception: needs of the Air Force dictate a later date.

# Other Career Opportunities

**AFPC**



- Transfers to Army Active Duty (blue to green)
  - Eligibility: O-1 through O-3 and E-1 through E-5 personnel may apply to transfer to the Army.
  - All AFSCS are eligible to apply
- Employment with Civil Service
  - Personnel are encouraged to apply to join the civil service team

# Force Shaping Phase II

**AFPC**



## Timeline

- Applications for PALACE CHASE and LADSC
  - Starting 2 Jun 04 until closed by message
  - MPFs must ensure all applications are forwarded to AFPC
- AFPC will provide notification within 4 to 6 weeks
  - MPFs are not allowed to inquire until 4 weeks
- Separations: NET 15 Jul 04; NLT 15 Sep 05
- Retirements: NET 1 Aug 04; NLT 1 Sep 05



QUESTIONS?